

TABLE 4

Five-class job importance latent class analysis solution with three response options, by selected years: 2015, 2017, and 2019

(Number, percent, and probability)

Class (Prevalence: 2015, 2017, 2019)	Response								
	Very important			Somewhat important			Unimportant		
	2015	2017	2019	2015	2017	2019	2015	2017	2019
Class 1 (27.5, 27.7, 28.8%): Everything Is Very Important									
Salary	0.889	0.879	0.884	0.109	0.118	0.115	0.002	0.003	0.001
Benefits	0.951	0.960	0.967	0.041	0.031	0.029	0.008	0.009	0.004
Security	0.859	0.886	0.894	0.124	0.101	0.093	0.018	0.013	0.013
Location	0.709	0.756	0.755	0.269	0.221	0.226	0.022	0.023	0.019
Advancement	0.720	0.795	0.807	0.228	0.175	0.167	0.052	0.031	0.026
Challenge	0.988	0.992	0.988	0.012	0.008	0.011	0.000	0.000	0.000
Responsibility	0.880	0.885	0.872	0.115	0.111	0.122	0.005	0.004	0.005
Independence	0.948	0.959	0.952	0.052	0.040	0.047	0.000	0.001	0.001
Contribution	0.836	0.864	0.862	0.146	0.120	0.124	0.018	0.015	0.014
Class 2 (27.2, 26.7, 26.7%): Challenge and Independence Are More Important Than Salary and Benefits									
Salary	0.135	0.169	0.164	0.843	0.806	0.810	0.022	0.024	0.027
Benefits	0.177	0.194	0.198	0.781	0.767	0.754	0.042	0.039	0.048
Security	0.347	0.331	0.344	0.578	0.594	0.582	0.075	0.075	0.074
Location	0.501	0.495	0.525	0.440	0.454	0.429	0.059	0.051	0.046
Advancement	0.397	0.396	0.373	0.503	0.509	0.527	0.100	0.095	0.100
Challenge	0.958	0.959	0.956	0.042	0.040	0.044	0.000	0.000	0.000
Responsibility	0.636	0.613	0.601	0.349	0.371	0.378	0.015	0.016	0.021
Independence	0.884	0.868	0.869	0.114	0.130	0.129	0.002	0.002	0.002
Contribution	0.712	0.728	0.735	0.266	0.254	0.246	0.023	0.018	0.019
Class 3 (24.6, 26.0, 26.0%): Benefits and Salary Are More Important Than Responsibility									
Salary	0.795	0.805	0.803	0.201	0.192	0.196	0.004	0.003	0.001
Benefits	0.874	0.908	0.905	0.120	0.087	0.092	0.006	0.006	0.004
Security	0.723	0.752	0.748	0.253	0.228	0.237	0.024	0.020	0.015
Location	0.524	0.547	0.569	0.421	0.407	0.387	0.054	0.047	0.044
Advancement	0.349	0.326	0.312	0.540	0.563	0.572	0.111	0.112	0.116
Challenge	0.514	0.504	0.485	0.455	0.462	0.482	0.031	0.034	0.032
Responsibility	0.110	0.109	0.091	0.773	0.756	0.772	0.116	0.135	0.136
Independence	0.464	0.456	0.453	0.494	0.499	0.501	0.041	0.045	0.046
Contribution	0.349	0.340	0.339	0.546	0.558	0.554	0.104	0.102	0.106
Class 4 (13.7, 13.9, 10.9%): Everything Is Somewhat Important									
Salary	0.093	0.113	0.120	0.888	0.874	0.862	0.019	0.013	0.017
Benefits	0.063	0.067	0.055	0.894	0.898	0.909	0.042	0.035	0.036
Security	0.243	0.191	0.188	0.692	0.744	0.755	0.064	0.065	0.056
Location	0.391	0.373	0.371	0.541	0.565	0.573	0.068	0.063	0.056
Advancement	0.157	0.095	0.091	0.676	0.730	0.722	0.166	0.175	0.187
Challenge	0.366	0.302	0.280	0.608	0.676	0.696	0.026	0.022	0.024
Responsibility	0.015	0.010	0.006	0.840	0.852	0.852	0.145	0.138	0.143
Independence	0.274	0.239	0.249	0.670	0.713	0.701	0.056	0.047	0.049
Contribution	0.229	0.202	0.200	0.676	0.713	0.714	0.095	0.085	0.086
Class 5 (7.0, 5.8, 7.7%): Advancement, Security, and Benefits Are Unimportant									
Salary	0.150	0.183	0.174	0.408	0.430	0.416	0.442	0.387	0.411
Benefits	0.070	0.092	0.097	0.228	0.263	0.253	0.702	0.646	0.651
Security	0.073	0.084	0.086	0.227	0.218	0.212	0.700	0.698	0.702
Location	0.527	0.529	0.545	0.271	0.261	0.243	0.202	0.210	0.212
Advancement	0.110	0.067	0.056	0.174	0.149	0.118	0.716	0.783	0.826

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	Very important			Somewhat important			Unimportant		
	2015	2017	2019	2015	2017	2019	2015	2017	2019
Challenge	0.683	0.646	0.612	0.214	0.247	0.239	0.103	0.108	0.149
Responsibility	0.325	0.281	0.256	0.355	0.369	0.334	0.320	0.350	0.410
Independence	0.647	0.603	0.614	0.243	0.275	0.236	0.110	0.123	0.151
Contribution	0.548	0.542	0.532	0.295	0.296	0.293	0.157	0.162	0.175

Note(s):

Probabilities may not sum to 1.000 due to rounding. Response probabilities greater than or equal to 0.500 are considered salient and are represented in bold. Response probabilities more than twice as large as the next largest probability for that item for a specific year are highlighted in blue.

Source(s):

National Center for Science and Engineering Statistics, Survey of Doctorate Recipients, 2015, 2017, and 2019.